	Subs	stitute for form 1	449/PTO		,	Com	plete if Known	
	5400	TT/// 10	pplication Number		878,245			
IN	FORM	SURE	Fi	iling Date	Jun	e 12, 2001		
ST		ENT BY APPLI		Fi	irst Named Inventor	Dev	Dewar 129	
	(Use as	s many sheets as necessa	(ציז	A	rt Unit	212		
				_			Wong	
~1	1.	1 .						
Sheet	1	of	21		ttorney Docket Number	293	51.03US02	
			U.S. PATE	<u>NT</u>	DOCUMENTS			
EXAMINER INITIAL*	Cite No. ¹	Document Number			Publication Date MM-DD-YYYY		Name of Patentee or Applicant of Cited Document	î
		Number-Ki	nd Code ^{2 (if known)}		†			
		US-5,325,862			07-05-1994		Lewis	
		US-5,408,588			04-18-1995		Ulug	
		US-5,461,699			10-24-1995		Arbabi	
	 	US-5,467,428			11-14-1995		Ulug	
	 	US-5,490,097			02-06-1996		Swenson	
		US-5,592,375			01-07-1997		Salmon	
	 	US-5,671,409		-	09-23-1997		Fatseas	
 		US-5,727,128			03-10-1998	Morrison		
		US-5,799,282			08-25-1998		Rakshit	
		US-5,974,392			10-26-1999		Endo	
		US-5,978,767			11-02-1999		Chriest	
		US-5,980,096			11-09-1999		Thalhammer-Reyero	
	 	US-5,999,909			12-07-1999		Rakshit	
		US-6,035,295			03-07-2000		Klein	
		US-6,049,776			04-11-2000		Donnelly	
	 	US-6,115,646			09-05-2000		Fiszman	
		US-6,189,029			02-13-2001		Fuerst	
		US-6,272,467 08-07-2001			Durand			
		US-6,275,812			08-14-2001		Haq	
		<u>, </u>	FOREIGN PA	TE	NT DOCUMENTS	3	<u> </u>	
EXAMINER	Cite	Foreign Pa	atent Document		Publication Date			_6
INITIAL*	No. ¹		Number ⁴ Kind Code	5	MM-DD-YYYY		Name of Patentee or Applicant of Cited Document	T ⁶
	 	WO 99/17242			04-08-1999		Cooper et al.	
		11000011212	112		01 00 1555		Cooper et al.	
.=	 	+			1			
	 				 			
	<u> </u>						.,	
EXAMINER SIGNATURE		/Lut W	/ong/		DATE CONSIDERED		06/18/2009	

^{*}EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

language Translation is attached.

This collection of information is required by 37 CFR 1.97 and 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 2 hours to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

¹Applicant's unique citation designation number (optional). ²See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. ³Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). ⁴For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. ⁵Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. ⁶Applicant is to place a check mark here if English language Translation is attached.

 	Subs	stitute for form 144	19/PTO			Comp	lete if Known	
	0400	minute for form 1.	.5/110	Application	Number	09/8	78,245	
IN	FORM	ATION DISCLOS	URE	Filing Date		June	12, 2001	
ST	ATEM	ENT BY APPLIC	ANT	First Name	d Inventor	Dew	ar	
	(Use as	s many sheets as necessary)	· •	Art Unit		2129	· · · · · · · · · · · · · · · · · · ·	
					т			
				Examiner N			Wong	
Sheet	2	of	21	Attorney D	ocket Number	2951	.03US02	
			U.S. PATEN	T DOCU	MENTS			
EXAMINER INITIAL*	Cite No. ¹	Documen		blication Date M-DD-YYYY		Name of Patentee or Applicant of Cited Document	t	
		Number-Kind	Number-Kind Code ^{2 (f known)}					
_	US-6,334,133			12-25	-2001		Thompson	
		US-6,341,267			-2002		Taub	
		US-6,405,159			-2002		Bushey	
		US-6,463,430		10-08	3-2002		Brady	
		US-6,466,914			5-2002		Mitsuoka	
		US-6,493,723			-2002		Busche	
.,		US-6,514,079			-2003		McMenimen	
		US-6,524,109			5-2003		Lacy	
		US-6,591,246			3-2006		Tuttle	
		US-6,611,822			5-2003		Beams	
		US-6,681,098	<u> </u>)-2004		Pfenninger	
		US-6,691,122)-2004		Witte	
		US-6,728,695			7-2004		Pathria	
		US-6,735,570			1-2004		Lacy	
		US-6,742,002			5-2004		Arrowood	
		US-6,769,066			7-2004		Botros	
		US-6,795,799			1-2004		Deb	
		US-6,853,966			3-2005		Bushey	
		US-6,857,877			2-2005		Watanabe	
			FOREIGN PAT			3		
EXAMINER INITIAL*	Cite No.1	Country Code ³ N	ent Document umber ⁴ Kind Code ⁵ nown)		ublication Date IM-DD-YYYY		Name of Patentee or Applicant of Cited Document	T ⁶
		(I) A	with)					
EXAMINER SIGNATURE					DATE CONSIDERED			

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include

copy of this form with next communication to applicant.

Applicant's unique citation designation number (optional). See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.97 and 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 2 hours to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEESOR CONFERENCES OF STATES AND FEESOR CONFERE

	Subs	titute for form 14	1/10/PTO			Com	plete if Known		
	Subs	11 9/110	Applicati	on Number		378,245			
IN	FORM	ATION DISCLO	SURE	Filing Da	te	June	e 12, 2001		
		ENT BY APPLI			ned Inventor	Dev			
		s many sheets as necessar		Art Unit		212			
				Examine			Wong		
Sheet	3	of	21	Attorney	Docket Number	295	1.03US02	•	
	•	•	U.S. PATEN	T DOC	UMENTS				
EXAMINER INITIAL*	Cite No. ¹	Document Number		Publication Date MM-DD-YYYY			Name of Patentee or Applican of Cited Document	t	
			Number-Kind Code ^{2 (If known)}						
-		US-6,865,581		03-0	08-2005		Cloninger		
		US-6,873,964		03-2	29-2005	******	Williams		
		US-6,944,596		09-1	3-2005		Gray	-	
		US-7,043,443		05-0	9-2006		Firestone		
		US-7,080,057		07-1	8-2006		Scarborough		
		US-7,191,138		03-1	3-2007		Roy		
-		US-7,191,139		03-1	03-13-2007		Roy		
		US-7,200,563		04-03-2007 12-18-2007			Hammitt		
		US-7,310,626					Scarborough		
		US-7,356,484		04-08-2008			Benjamin		
		US-2001/00112	280 A1	08-0	02-2001		Gilbert		
		US-2001/0031	457 A1	11-	9-2002		Pfenninger		
		US-2001/0042	000 A1	11-	15-2001		Defoor, Jr. Matteson		
		US-2002/0019	940 A1	02-	14-2002				
		US-7,505,919		03-	17-2009		Richardson		
		US-2002/0128	892 A1	09-	12-2002		Farenden		
		US-2002/0128	893 A1	09-	12-2002		Farenden		
		US-2002/0128	894 A1	09-	12-2002		Farenden		
		US-2002/0042	786 A1	04-	11-2002		Scarborough		
		US-2003/0191	680 A1	10-0	09-2003		Dewar		
			FOREIGN PAT	ΓENT D	OCUMENTS	5			
EXAMINER INITIAL	Cite No.1		atent Document		Publication Date MM-DD-YYYY		Name of Patentee or Applicant	T ⁶	
	Country Code ³ Number ⁴ Kind Code ⁵ (if known)			"		of Cited Document	_		
	-								
EXAMINER			····		DATE	Τ		<u></u>	
SIGNATURE					CONSIDERED				

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include

This collection of information is required by 37 CFR 1.97 and 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 2 hours to complete, including gathering, preparing, and submitting an application. Confidentially is governed by 33 0.3.6. 12 and 37 CPK 1.14. This confection is estimated to take 2 rolls to complete, including gaineting pleparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEESOR COMPLETE FORMER TO THE SPORTS TO

copy of this form with next communication to applicant. Applicant's unique citation designation number (optional). See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). 4For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. Applicant is to place a check mark here if English language Translation is attached.

	Culo	titute for fo	1 1 1 1 C	VDTO	τ		Comr	olete if Known	
	Subs	utute for ic)rm 1445	//P1U	A	oplication Number		378,245	
INI	FORMA	ATION DIS	SCLOSU	JRE	Fi	ling Date	June	2 12, 2001	
ST.		ENT BY A		.NT	Fi	rst Named Inventor	Dew	var	
	(Use as	many sheets as	necessary)		A	rt Unit	2129	129	
						caminer Name	Lut	Wong	
Cl. at	1 4	1.5	<u> </u>	21		ttorney Docket Number		1.03US02	
Sheet	4	of		21			275	1.03.0302	
				U.S. PATE	<u> </u>	DOCUMENTS			
EXAMINER INITIAL*	Cite No. ¹]	Document 1	Number		Publication Date MM-DD-YYYY		Name of Patentee or Applican of Cited Document	t
		Num	ber-Kind C	Code ^{2 (if known)}		1			
		US-2003/	0195786	i A1		10-16-2003		Dewar	
		US-2003/				10-23-2003		Dewar	
		US-2005/				05-26-2005		Scarborough	
	US-2005/0246299 A1					11-03-2005		Scarborough	ĺ
	US-								
	-	US-							
		US-							
-		US-							
		US-			_				
		US-							
		US-							
		US-							
		US-						· · · · · · · · · · · · · · · · · · ·	
		US-							
		US-							
		US-							
		US-		ADEICNI DA	וכדים	IT DOO! MENTS			
EXAMPLED	0:4-	Г.				NT DOCUMENTS Publication Date	•		
EXAMINER INITIAL	Cite No. ¹			Document		MM-DD-YYYY		Name of Patentee or Applicant of Cited Document	T ⁶
		Country Code ³ Number ⁴ Kind Code ⁵ (if known)						of cited bocument	
			***	***					
		ļ. <u></u>			-				
EXAMINER						DATE	<u> </u>	<u></u>	<u></u>
SIGNATURE						CONSIDERED			

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

¹Applicant's unique citation designation number (optional). ²See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. ³Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). ⁴For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. ⁵Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. ⁶Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.97 and 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 2 hours to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete his form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

S	ubstitu	te for f	orm 1449/PT	O'		Complete if Known				
					Application Number	09/878,245				
			N DISCLOSU		Filing Date	June 12, 2001				
ST			BY APPLICA eets as necessary)	NT	First Named Inventor	Dewar				
	(Ose us	.marry site	ioso uo meeessury)		Art Unit	2129				
					Examiner Name	Lut Wong				
Sheet	5		of	21	Attorney Docket Number	2951.03US02				
			NON P.	ATENT LITE	ERATURE DOCUME	ENTS				
EXAMINER INITIAL*	Cite No. ¹	item	(book, magazine,	, journal, serial, sy publisher, o	/mposium, catalog, etc.), date city and/or country where pul		T ²			
		1999	, 2 pages.			website archived January 28,				
			rt, "Predicting the tenure outcome of teachers based on variables known at the e of application," North Carolina State University, 1997, ProQuest, 94 pages.							
			ApView Main Menu," Demo, Aspen Tree Software, Inc., June 13, 1997, 30 ages.							
				ware: The Tot	tal Solution to Employ	yee Recruiting &				
		Selec	ction," Aspen	Tree Softwar	re, Inc., October 27, 1	997, 29 pages				
			-			s, Inc.", page archived from				
		www	.bigby.com,	2 pages, May	7, 1999.	1: 7				
					e ASSESS Internet O website, 1 page, May					
						Scheduling," Demo, Aspen				
					997, 20 pages.	, , <u>1</u>				
			alog,"	1 /1000100		. , , , , , , , ,				
		1	archive.org/v ved Decembo			rics.com/catalog.html				
	•					, 46 pages, January 1997				
			rview Guide			are, Inc., June 13, 1997, 17				
		"Nov	vember 18, 19		ms Recruit Via the In	ternet," The Boston Globe,				
			ges, Novembe							
						ales Talent Online: 3 pages,				
		http://www.google.com/search?hl=en&q+cache%3Awww.findarticles.com%2Fc f dsl%2Fm4PRN%2F1999_April%2F54502514%2Fpl%2Farticle.jhtml PR								
		_	Newswire, April 29, 1999.							
	-	"Profitability is Built Upon Teamwork" Decision Point Data (predecessor								
		comp	company of Unicru, Inc.) mailed to prospective customers, 6 pages 1997.							
		1		•	_	: ApView TM Net, page				
	<u> </u>	archi	ved from ww	w.shlusa.con	n website, 2 pages, Aj	pril 29, 1999.				
EXAMINER SIGNATURE					DATE CONSIDERED					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

								
S	ubstit	ute for f	form 1449/P7	O		Complete if Known		
					Application Number	09/878,245		
			N DISCLOSU		Filing Date	June 12, 2001		
ST.			BY APPLICA eets as necessary)	ANT	First Named Inventor	Dewar		
	(Ose	us muny she	eis us necessury)		Art Unit	2129		
					Examiner Name	Lut Wong		
Sheet	6	_	of	21	Attorney Docket Number	2951.03US02		
			NON P	ATENT LITE	ERATURE DOCUM	ENTS	*	
EXAMINER INITIAL*	Cite No. ¹			e, journal, serial, sy		rticle (when appropriate), title of the te, page(s), volume-issue number(s), ablished	T ²	
			-		utions for Employee Site, 1 page, December	Selection," page archived er 1, 1998.		
		SHL-	HR Support	Tools, Analy	ytical Process, Decision-Support Tech," page			
archived from www.shlusa.com								
	I					sors," page archived from		
					ge, February 9, 1999.			
		Aske	d Questions,		ts & skills test & resume tracking: Frequently netrics.com website archived April 24, 1999, 3			
		pages				110 111 0		
						orp. Job Candidates Over the 16, page 6, April 19,1999.		
						ebsite archived December 5,		
			, 1 page.					
						l network forecasting,"		
					y, 1993, ProQuest, 12			
				Computers Th ages, Septemb		Fortune, Vol. 128, Issue 5,		
		"Fed	eral Equal E	mployment O	pportunity Laws," w	ww.eeoc.gov, 11 pages.		
		G. D.	avid Garson.	"Neural Nety	works An Introductor	y Guide for Social		
Scientists," New Technologies								
		1-194		Notation 1 T-1	o on Dool Would Day	bloma " (Abstract)		
					te on Real-World Pro 1 (1), 1 page, August			
EXAMINER		Com	pater world	, v20, 1132, p2	DATE	. 10, 1792.		
SIGNATURE					CONSIDERED	,		

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. ¹Applicant's unique citation designation number (optional). ²Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file

(and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450

Alexandria, VA 22313-1450.

S	ubstitu	te for form 1449/	РТО		Complete if Known					
				Application Number	09/878,245					
IN:	FORM.	ATION DISCLO	SURE	Filing Date	June 12, 2001					
ST		ENT BY APPLI		First Named Inventor	Dewar					
	(Use a	s many sheets as necessar	<i>V)</i>	Art Unit	2129					
				Examiner Name	Lut Wong					
Sheet	7	of	21	Attorney Docket Number	2951.03US02					
Shoot	1 ′			ERATURE DOCUM	FNTS					
EXAMINER	Cite					T^2				
INITIAL*	No.1	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published								
		Goodwin, "As .	Job Seekers Tur	n to Net," (Brief Arti	cle) Computer Weekly, p6					
		(1), February 4,	1), February 4, 1999.							
		Lawton, "Gene	Lawton, "Genetic Algorithms for Schedule Optimization," (Cover Story) AI							
		Expert, v7, n5,								
				_	rformance Improvement,"					
		Portland International Conference on Technology and Innovation Management, PICMET '99, Vol. 1, July 25-29, 1999. pp. 333-334.								
						i				
				h TM ," Power Point Pre						
					ssor company of Unicru,					
		Inc.) 32 pages, 1998.	electronic copy	provided to Decision	Point Data, December					
					Work: Putting AI to Work in 136(2), 1 page, November 2,					
±n°-		Shannon, "A M	lathematical Th	eory of Communicati	on," Reprinted with					
		l l	•		l, Vol. 27, pp. 379-423, 623-					
		656, 55 pages,								
	ļ			Federal Regulations 1						
	İ				yee Selection Procedures,					
				rt 60-3) 52 pages,	1070					
				41/Part_60-3/toc.htm,						
				Jsing Testing: White						
	www.tekmetrics.com website archived April 17, 1999, 3 pages. "123 Assess TM -Qualify Applicants in 10 Minutes!" TekMetrics, 1998, 1 page.									
		An Applied L	ook at Keducin	g Adverse Impact by .	Differentially Weighting erence, Hyatt Regency, New					
		Orleans, USA,			cience, riyan Regency, New					
					nch.com website archived	 				
		March 2, 2000,		ady:, www.brainbei	non.com wooshe aremved					
EXAMINER	 	17141011 2, 2000,	- Pa80.	DATE		1				

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. Applicant's unique citation designation number (optional). Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file

SIGNATURE

(and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.**

CONSIDERED

	ما ما ما ما	4- f f 1440	/DTO		Complete if Known						
8	ubstiti	ite for form 1449	PIU	Application Number	09/878,245						
IN	FORM	ATION DISCLO	SURE	Filing Date	June 12, 2001						
ST		IENT BY APPLI		First Named Inventor	Dewar						
	(Use a	is many sheets as necessai	רצי)	Art Unit	2129						
				Examiner Name	Lut Wong						
Sheet	8	of	21	Attorney Docket Number	2951.03US02						
	<u> </u>			TERATURE DOCUM	ENTS	-					
EXAMINER INITIAL*	Cite No. ¹	Include name of t	he author (in CAPI zine, journal, serial	TAL LETTERS), title of the a	rticle (when appropriate), title of the te, page(s), volume-issue number(s),	T ²					
		"Applying Neu	ral Networkin	g Techniques to Predic	tion Problems in I-O						
		Psychology," S	SIOP 2000, 15 ^t	h Annual Conference,	Hyatt Regency, New						
		Orleans, USA,	2 pages, April	15, 2000.	2 DC Wash W-1 14 No						
			pen Tree Software helps lessen resume overload," PC Week, Vol. 14, No. page 84, ZDNet, August 25, 1997.								
		<u> </u>	ssess v.2: Technical Manual," Bigby Havis & Associates, Inc., 106 pages,								
	Ì		December 2003, describing products from 1970-2003.								
			Havis & Associates, Inc., 5								
			ages, http://www.bigby.com/systems/assessv2/System/main.asp, printed								
				licants from 1998.							
				ser Site Instructions," p							
		www.bigby.co	m website, 1 p	age, October 12, 2000	od from ymray highy gam						
		"Assesspreview website, 1 page			ed from www.bigby.com						
		"Assessnreview	w: What is AS	SESS?." page archived	from www.bigby.com						
		website, 1 page			· · · · · · · · · · · · · · · · · · ·						
		"Automated To	echnologies fo	r Biodata Prediction S	ystems, "SIOP 2000, 15 th						
		Annual Confer	ence, Hyatt Ro	egency, New Orleans,	USA, 2 pages, April 15,						
		2000.	Dogini Walas	e to SSA Online Help.	"						
		http://web.arch	oegin: weicom	e w ssa Omne neip; 9980118183643/http:/	/www.coopersclub.com/ineth						
		lp2.Htm, 6 pag		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,							
 		"Brainbench-T	Brainbench-The Measure of Achievement: A Skills-Based Employment								
		Market," www	Market," www.brainbench.com website white paper dated January 24, 2000, 9								
		pages. "Brainbench- The Measure of Achievement: Completed Assessment,"									
DV A3 CO INC.	<u> </u>	www.brainben	ch.com websi	te archived May 1, 200	03, 1 page.						
EXAMINER SIGNATURE				CONSIDERE	D						

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.**

	1		1.440/707	10	 		Samuel Late of Vice and the	
S	ubstit	ute for form	1449/PT	O	Application N		Complete if Known 09/878,245	
13.71	COD:	a a micori inte	001.001	IDE				
		IATION DI			Filing Date		June 12, 2001	
S 1.		MENT BY A as many sheets as		LN I	First Named I	nventor	Dewar	
	(Ose	us many sneets us	necessury)		Art Unit		2129	
					Examiner Nar	me	Lut Wong	
Sheet	9	of		21	Attorney Doc	ket Number	2951.03US02	
	•		NON P.	ATENT LIT	ERATURE I	DOCUMEN	NTS	
EXAMINER INITIAL*	Cite No.1	Include na item (book	me of the a	uthor (in CAPITA, journal, serial, s	AL LETTERS),	title of the artic log, etc.), date,	ele (when appropriate), title of the page(s), volume-issue number(s),	T ²
		l l					Certification,"	
				com website				
		1		Measure of A				
				com website				
ł.							of Online Certifications,"	
							ary 26, 2000, 8 pages.	
				Skills Author com website				
				on," www.brainbench.com				
				May 11, 2000	-	ii Kegisiiaii	on, www.bramochen.com	
						nent Center	Demonstration,"	
				com website				
-				Skills Autho				
				com website				
							elop/Measure Talent for	
							," www.brainbench.com	<u> </u>
				ase dated Fel				
							Discuss Rapid Growth of	
		Online C	ertificati	on Industry,"	'www.brain	bench.com	website press release dated	
		May 2, 2	000, 2 pa	iges.				
							Efficiency to the	
				ket," www.b	rainbench.co	om website	white paper dated June 7,	
		2000, 4 p	ages.					
							Specialist Certification,"	
	<u> </u>	www.bra	inbench.	com website			, 2 pages.	
EXAMINER SIGNATURE						ATE ONSIDERED		

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

· .											
S	ubstitut	te for form 1449/PT	O		Complete if Known						
				Application Number	09/878,245						
		ATION DISCLOSU		Filing Date	June 12, 2001						
ST		ENT BY APPLICA many sheets as necessary)	MT	First Named Inventor	Dewar						
	(Ose us	many success as necessary)		Art Unit	2129						
				Examiner Name	Lut Wong						
Sheet	10	of	21	Attorney Docket Number	2951.03US02						
		NON P.	ATENT LITE	ERATURE DOCUME	ENTS						
EXAMINER INITIAL*	Cite No. ¹	Include name of the a	uthor (in CAPITA, journal, serial, sy	L LETTERS), title of the art	icle (when appropriate), title of the e, page(s), volume-issue number(s),	T^2					
				ity: Dear Affiliate," w	ww.brainbench.com						
		website archived			ning with Proinbanch						
3			nbench-The Skills Authority: EDS Targets Training with Brainbench," www.brainbench.com website press release dated March 11, 1999, 2								
	,	pages.	iochch.com v	veosite press retease u	aicu iviaicii 11, 1333, 2	i					
		"Brainbench-The	Skills Author	ity: FedSources. Inc.	Teams Up with Brainbench						
			or Online Skills Certification Service," www.brainbench.com website press								
		release dated Octo	•								
		"Brainbench-The	Skills Author	ity: Frequently Asked							
		Brainbench Certif	bench-The Skills Authority: Frequently Asked Questions about ench Certifications TM ," www.brainbench.com website archived May 10,								
		2000, 5 pages.									
		"Brainbench-The	Skills Author	ity: Global E-Market	Company for Skilled						
		Services Team wi	th World's La	argest Online Certifica	hmony 1, 2000, 2 magaz						
······································		www.brainbench.	Clailla Andless	press release dated Fe	bruary 1, 2000, 2 pages. Customers Are Saying,"						
				archived May 10, 200							
				rity: Looking for Qual							
		www.brainbench	com website	archived May 10, 200	0,1 page.						
		"Brainbench-The	Skills Author	rity: Microsoft Choose	es Brainbench Tests to Prep						
					m website press release						
		dated February 17	7, 2000, 2 pag	es.							
		"Brainbench-The	Skills Author	rity: Online Cert Prep	гм," www.brainbench.com						
		website archived.	June 22, 2000), 2 pages							
			ainbench-The Skills Authority: Online Public Transcript for Chastity								
			ing," www.brainbench.com website archived May 11, 2000, 3 pages.								
				•	sessment Leader Brainbench						
		_		ng Quality-Rating Ser							
EXAMINER	<u> </u>	www.brainbench.	com website	archived June 6, 2000	o, z pages.	L					
CAMMINEK	ŀ			DAID	1						

SIGNATURE

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

If you need assistance in completing the form, call 1-800-PTO-9199 (1-800-786-9199) and select option 2.

CONSIDERED

C.	uhetit	ute for for	m 1449/P	ΓΟ		Complete if Known				
3	uvsiil	att 101 101.	1 ママ ク/1 .		Application Number	09/878,245				
			DISCLOS		Filing Date	June 12, 2001				
ST		_	APPLICA	ANT	First Named Inventor	Dewar				
	(Use	as many sheets	s as necessary)		Art Unit	2129				
					Examiner Name	Lut Wong				
Sheet	11	0	of	21	Attorney Docket Number	2951.03US02				
	1		NON P	ATENT LITE	ERATURE DOCUME	NTS				
EXAMINER INITIAL*	Cite No. ¹	Include item (bo	e name of the a	author (in CAPITA e, journal, serial, sy	AL LETTERS), title of the art	icle (when appropriate), title of the e, page(s), volume-issue number(s),	T ²			
		archive	Brainbench-The Skills Authority: Pricing," www.brainbench.com website rchived May 10, 2000, 2 pages.							
		"Braint	bench-The	Skills Author	rity: Privacy Policy," v	vww.brainbench.com				
				May 10, 2000						
						e," www.brainbench.com				
				May 11, 2000		4 1 22				
					rity: See Where You S					
					archived April 19, 200					
					rity: Take the Microso					
	<u> </u>				e archived March 3, 2000, 2 pages. ority: Test Alert," www.brainbench.com website					
				, 2000, 2 page						
		"Brainl	bench-The	Skills Author	rity: Test Developer,"	www.brainbench.com				
		website	e archived	May 10, 2000), 2 pages.					
		"Brainl	bench-The	Skills Author	rity: The Company," v	www.brainbench.com				
				May 11, 2000						
						List," www.brainbench.com				
				May 11, 2000		1 1 22				
		"Brain	bench-The	Skills Author	rity: Welcome to Brain	nbench,"				
	1	www.b	<u>brainbench</u>	.com website	archived May 11, 200	iu, 2 pages.				
·	<u> </u>	"Comp	oanies: Reg	gistration," wv	ww.previsor.com, 8 pa	ages, archived June 2000.	<u> </u>			
		"Confi	iguring Yo	ur Hardware a	and Browser," Virtual	Learning Technologies,	l I			
				_	98U324111629/http://v	www.proveit.com/browser.ht				
EVALUED	<u> </u>	mi, 2 p	pages, 1998		DATE		_			
EXAMINER SIGNATURE					CONSIDERED					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.**

O.	ubatita-4	o for form 1440/DT			Complete if Known					
Si	นอรถณ	te for form 1449/PT	٠	Application Number	09/878,245					
INF	FORMA	ATION DISCLOSU	I R E	Filing Date	June 12, 2001					
	ATEM	ENT BY APPLICA		First Named Inventor	Dewar					
	(Use as	many sheets as necessary)		Art Unit	2129					
				Examiner Name	Lut Wong					
Chaot	12	of	21	Attorney Docket Number	2951.03US02					
Sheet	12									
EXAMINER	Cite			ERATURE DOCUME	icle (when appropriate), title of the	T^2				
INITIAL*	No.1	item (book, magazine,	journal, serial, sy	mposium, catalog, etc.), date tity and/or country where publicity and/or country where public and the manufacture of the manufa	e, page(s), volume-issue number(s),	•				
		"Custom Job Cent	er," Decision	Point Systems Hirelin	nk Network advertisement,					
		2 pages, provided	to potential c	ustomers by Decision	Point Systems (predecessor					
			pany of Unicru, Inc.), before January 2000.							
			OI Launches Tech Spin-Off Targeting Small to Mid-Size Businesses,"							
		AdvantageHiring.	dvantageHiring.com, tp://www.advantagehiring.com/about/pr_DDIspinoff.asp, 2 pages, September							
			http://www.advantageniring.com/addu/pr_DDIspinoff.asp, 2 pages, september 17, 1999.							
			stems-Hiring	Technology That Giv	ves You A Competitive					
		Advantage." Deci	sionPoint Svs	tems HirePro TM adve	rtisement, 2 pages, provided					
					redecessor company of					
		Unicur, Inc.) before	re January 20	00.						
	 .	"DecisionPoint Sy	stems-Imagin	ne Being Able to Inco	orporate Your Company's					
		Job Application, S	Skills Test, Ba	Background Checks and Tax Credit Paperwork Into						
	l	One Simple Proce	ss." Decision	Point Systems advert	isement, 4 pages, provided					
		_	-		redecessor company of					
		Unicru, Inc.), before	s Manager Pr	ocess." Bighy Havis	& Associates, Inc., 3 pages,					
		March 18, 1999.	5 widinger I I	2000, 2180, 11410						
			: Who We A	re, What We Do," De	velopment Dimensions					
		International, Inc.	, http://www.	ddiworld.com/about/p	or_facts.asp, 3 pages,	i				
		website visited on	November 2	, 2004						
		I .		ammer," http://www.	tekmetrics.com, 1 page,					
 ,		November 16, 2000. "Getting Started: 1-2-3 Assess," TekMetrics, Inc., www.tekmetrics.com, 3								
			1-2-3 Assess,	" lekMetrics, inc., w	ww.tekmetrics.com, 3					
		pages, 1998.	Access Interna	et " Righy Havis & A	ssociates Inc. 13 nages					
		March 1999.	733033 IIIUIII	ernet," Bigby Havis & Associates, Inc., 13 pages,						
			Bigby, Havis	Newsletters: How Ou	ır Clients Use ASSESS,"					
				y.com website, 1 page						
EVAMINED	<u>. </u>			DATE						

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. Applicant's unique citation designation number (optional). Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to

SIGNATURE

CONSIDERED

(and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

	1	0 0	144075			CL		
Sı	ubstitut	e for fo	orm 1449/PT	U	Application Number	Complete if Known 09/878,245		
TNIT		Λ TIΩNI	DigCi Ogi	IDE	Filing Date	June 12, 2001		
INFORMATION DISCLOSURE STATEMENT BY APPLICANT					_	<u> </u>		
(Use as many sheets as necessary)			747	First Named Inventor	Dewar			
					Art Unit	2129		
					Examiner Name	Lut Wong		
Sheet	13	of 21 Attorney Docket Number 2951.03US02						
	NTS							
EXAMINER Cite Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number publisher, city and/or country where published							T ²	
		Decis potent Inc.), "Hire adver System Inc.), "Hire proving comp "Hire by Decis Janua" Inter Decis 1998. "Inter Packa" Invo February and Technology of the Packa" "Invo February of the Packa" "Invo Februa	ionPoint Systial customer before Janua ProTM- Autor tisement, 2 pms (predeces ProTM AssessionPoint Systial customer before Janua ProTM," Decided to potent any of Unicr ProTM," Retaction Point Lary 2000. Tractive Intervation Point Damet chats on age, Retail Woice, Assess fuary 16, 1999	tems HirePro s by Decision ry 2000. mated Hiring ages, provide sor company sments- Applitems Assessn rs by Decision ry 2000. disionPoint Systial customers u, Inc.), befor dil Direct Mail Systems (prediction of the company ta, Inc. (prediction of the company ta the co	System, DecisionPoired to potential custome of Unicru, Inc.), before icant Assessment Test ment Series advertisem in Point Systems (predesterns "HirePro™ advertisems (predesterns province pages, provin	ecessor company of Unicru, ant Systems HirePro TM ers by Decision Point are January 2000. Its for "HirePro TM ," ment, 2 pages, provided to ecessor company of Unicru, aretisement, 1 page, aretisement, 1 page, aretisement (predecessor ided to potential customers Unicru, Inc.), before PD Applicant Report, Inicru, Inc.), 1 page, April aunch of an Internet CV 1998. Associates, Inc., 1 page,		
	,	http://ml, 1	/web.archive page, 1999.	.org/web/199		nowitallinc.com/staffing.ht		
		http:/				nc, mowitallinc.com/recruiter.ht		
EXAMINER			· · · · · · · · · · · · · · · · · · ·		DATE			

EXAMINER

SIGNATURE

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

CONSIDERED

Substitute for form 1449/PTO				Ω	Complete if Known					
5	aosiita	101 10	/AAAA 1 TT//1)		Application Number	09/878,245	┨			
INI	FORM	ATION	DISCLOS	J R E	Filing Date	June 12, 2001				
STATEMENT BY APPLICANT					First Named Inventor	Dewar	┪			
(Use as many sheets as necessary)					Art Unit	2129	┫			
					Examiner Name	Lut Wong	┪			
Sheet	14	of 21 Attorney Docket Number 2951.03US02								
	ļ	l.	NON P	ATENT LITE	ERATURE DOCUME	ENTS	┪			
EXAMINER INITIAL*	Cite No. ¹			, journal, serial, sy		cicle (when appropriate), title of the c, page(s), volume-issue number(s), blished				
	•	"http:/		e.org/web/19	rs," Know It All, Inc., 991009192333/www.	knowitallinc.com/training.h				
		http://	web.archive, 1999.	e.org/web/199		nowitallinc.com/about.html				
		http://ml, 2 j	"Know It All, Inc.: Features and Benefits," Know It All, Inc., http://web.archive.org/web/19991110092810/www.knowitallinc.com/software.ht ml, 2 pages 1999.							
		autono	Sahami et al., "SONIA: A service for organizing networked information autonomously," Proceedings of the third ACM conference on Digital libraries,							
	-	Outco	omes," SIOI	s to Combinir 2000, 15 th A oril 14, 2000.	ng Multiple Assessme nnual Conference, Hy	nts for Predicting Criterion vatt Regency, New Orleans,				
		"Onli	ne Recruitir	ng Strategist,"	Hunt-Scanlon.com, harchives/2000/jan.htm	http://www.hunt- , 8 pages, January 2000.				
		2000,				native Predictors," SIOP Orleans, USA, 2 pages,				
		http://	/www.pvv.c	org/~kentda/cv		titudeTest.html, 3 pages,				
		Produ Dime	action and Consions Inter	perations Job national, Inc.,	Families," Proposal # 27 pages, Submitted					
		"Prop	osal to: CL	IENT NAME	: Web-Screen Proposa 19 pages, 1999.					
EXAMINER					DATE					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

	uhatitus	ta for f	orm 1449/PT	0	Complete if Known						
3	uvsiiiu	IC 101 I	01111 1447/F1	U	Application Number	09/878,245					
INI	FORM	ATION	DISCLOSU	IRE	Filing Date	June 12, 2001					
ST			Y APPLICA	.NT	First Named Inventor	Dewar					
	(Use as	many she	ets as necessary)		Art Unit	2129					
					Examiner Name	Lut Wong					
Sheet	15	of 21 Attorney Docket Number 2951.03US02									
	J		NON P.	ATENT LITE	ERATURE DOCUME	ENTS					
EXAMINER INITIAL*	Cite No. ¹	Inclu item	ide name of the ai (book, magazine,	journal, serial, sy	LL LETTERS), title of the art mposium, catalog, etc.), date city and/or country where pul	ticle (when appropriate), title of the e, page(s), volume-issue number(s), blished	T ²				
		Techn http:// pages "Prov http:// ml, 2 "Prov http:// l, 2 p "Prov http:// l, 2 p "Prov http:// l, 2 p	nologies, /web.archive s, 1999. /e It! Feature /web.archive pages 1999. /e It! Results /web.archive ages, 1999. /e It! Results //web.archive ages, 1999. /e It!," Virtual //web.archive ages, 1998. /web.archive ages, 1998. //web.archive ages, 1998. //web.archive	org/web/199 s and Benefit org/web/199 s and Benefit org/web/199 Page," Know org/web/199 al Learning T corg/web/199 tures and Adv org/web/199 mology Designology Designology Designology	s," Know It All, Inc., 91009032643/www.ks: Internet and Intrance 191110011034/www.ks It All, Inc., 191009121500/www.ks It All, Inc., 191009121	croveit.com/demo.shtml, 6 croveit.com/features.ht et Solutions," Know It All, crowitallinc.com/network.ht crowitallinc.com/results.htm crowitallinc.com/results.htm crowitallinc.com/features.html					
		http:/	//web.archive	c.org/web/199	Training Software," QWIZ, Inc., 19990218064159/www.qwiz.com/main.htm, 1 page,						
		"QWIZtek Remote Demo," http://web.archive.org/web/19981205104155/208.147.160.198/welcome.asp, 2 pages, 1998.									
EXAMINER					DATE						

SIGNATURE

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.**

CONSIDERED

CI.	ubatit-	te for forn	n 1//0/DT	·O	Complete if Known						
2	นบรนเน	ne for form	11 1447/P1	U	Application 1		09/878,245				
INFORMATION DISCLOSURE					Filing Date	+	June 12, 2001				
STATEMENT BY APPLICANT (Use as many sheets as necessary)					First Named	Inventor	Dewar				
					Art Unit		2129				
					Examiner Na	ome	Lut Wong				
Chaat	1.6	- 4									
Sheet 16 of 21 Attorney Docket Number 2951.03US02 NON PATENT LITERATURE DOCUMENTS											
DV A MOVED	O':	T 1 1						T^2			
EXAMINER INITIAL*	Cite No. ¹	item (boo	name of the a ok, magazine	, journal, serial, sy	ymposium, cata	, title of the artical alog, etc.), date, ntry where pub	cle (when appropriate), title of the page(s), volume-issue number(s), lished				
		"OWIZt	tek TM Tecl	nical Skills	Testing Sof	tware."					
		http://we	eb.archive 998.	.org/web/199	812052327	/49/www.qv	wiz.com/qwiz_tek.cfm, 2				
		"Report	View TM -C	losed Loop R	Reporting for	or HirePro ^{TN}	"," DecisionPoint Systems				
		ReportV	liew TM ad	vertisement, 4	4 pages, pro	ovided to po	tential customers by				
			n Point Sy	stems (predec	cessor com	pany of Uni	cru, Inc.), before January				
			2000.								
		"Self-Organizing Maps and Commitment Profiles," SIOP 2000, 15th Annual									
		Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 15, 2000.									
			"TechTests Product Line," Virtual Learning Technologies, http://web.archive.org/web/19980524111739/http://www.proveit.com/products.h								
-		tml, 3 pa	ages, 1998	3.							
		"TeckCl	hek-IT Sk	ills Testing-L	ogistics an	d Scoring,"	Bookman Testing				
		Services		, , , , , , , ,	00000150	6501	1 1 1 / ' " '				
				_	0008231606	558/www.te	eckcheck.com/services/logis				
			l, 1 page,		tton " Dool-	mon Tostin	g Services, Inc.,	-			
i		http://w	nek April eh archive	1777 Newsie Org/weh/100	091022004	111411 1 CSUII 537/www.te	eckchek.com/home/newslett				
		_		ges, April 199)	oronom.com nome, no vision				
		"TekMe	etrics E-Co	ertifications (TM) Offere	ed On www	.CareerBuilder.com," PR	1			
		Newswi	ire, page 9	882 (2 pages)), March 22	2, 1999.					
-		"The AS	SSESS Sy	stem: An Ass	sessment To	ool for Cons	sulting to Business,"				
				_	onference b	rochure, 2 p	pages, July 22-24, 1999 and				
			r 7-9, 1999				' " " T T T T T T T T T T T T T T T T T				
							ies," Peppers and Rogers				
				search.com,							
				ind Our Prod ., website arcl			onal, Inc.," Profiles				
EXAMINER	<u> </u>	mernat	nonai, mc	, website afci		20, 2000, 2 ATE	pages.	ı			
SIGNATURE			CONSIDERED								

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

	4	. 0 0 11107		1	C 1. CV							
S	ubstitu	te for form 1449/I	210	Complete if Known Application Number 09/878,245								
TNII	CODM	ATION DISCLOS	SLIDE	Filing Date	June 12, 2001							
		ENT BY APPLIC										
31		s many sheets as necessary		First Named Inventor	Dewar							
				Art Unit	2129							
		Examiner Name Lut Wong										
Sheet	17	of	21	Attorney Docket Number	2951.03US02							
		NON	PATENT LITI	ERATURE DOCUMI	ENTS							
EXAMINER Cite Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the INITIAL* Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published												
		"Unicru-History	, "http://www.	unicru.com/about/hist	ory.aspx, 3 pages, website							
					events from 1987-2005.							
				d: Welcome to SSA C								
		http://web.archim, 2 pages, 199	•	980118183630/www.c	coopersclub.com/Screen1.ht							
				T Adaptive Test Asse	essment," Bookman Testing							
	Services, Inc.,											
		http://web.archiw.html, 1 page,	•	990422225528/www.t	eckchek.com/home/whatsne							
	- 1000											
,		Clainos, "Tools	Clainos, "Tools & Technology," International Mass Retail Association, 1999 Store Operations & Human Resources Conference, Decision Point Data, Inc.									
						1						
				ru, Inc.), 28 pages, Fe C Neural Networks as								
			ation in a Sociological Dynamical System Simulation," <i>Behavioral</i> Vol. 40, pages 275-303, 1995.									
		Gormley, "Personality Testing," Google Groups: alt.psychology,										
		http://groups.google.com/group/sci.psychology.personality/browse_thread/threa										
		d/6ae48d82d3d2b686/32f49b703260c483?q=personality+testing&mum=18&hl=										
		en#32f49b703260c483, 3 pages, July 21, 1998.										
		Jacobs, "Minimizing Risk: Hiring in the 21st Century," www.shlusa.com,										
			Presentation to the International Personnel Management Association Counsel, SHL North America, 42 pages, June 7, 2000.									
 					brid Neural Network and							
					Developing and Managing							
				ges 205-211, March 1								
· ;···=- ·					ssionals," Computing,							
		Volume 6, No.		-								
EXAMINER		-		DATE CONSIDERED								

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

~	1 .*.		30			Commission of Viscous				
S	ubstitu	te for form 1449/PT	U	Complete if Known Application Number 09/878,245						
INI	FORM.	ATION DISCLOSU	IRF	Filing Dat		June 12, 2001				
		ENT BY APPLICA		_	ed Inventor	Dewar				
~ ~	_	many sheets as necessary)	\ -		ed inventor					
				Art Unit Examiner		2129				
				Lut Wong						
Sheet	18	of 21 Attorney Docket Number 2951.03US02								
					E DOCUME		T ²			
EXAMINER INITIAL* Cite Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published										
		•	ment)," Mana	•	-	valuating Software for 87, No. 4, page 38 (5				
		Mondragon et al., Surveys and Beyo	Mondragon et al., "Implementing Web-Based HR Systems: From Recruitment to Surveys and Beyond,' SIOP 2000 Workshop 5, http://www.siop.org/Conferences/00Con/Workshops/workshop5.htm, 2 pages,							
		Oliver, "Slouches Make Better Operators (Aspen Tree Software Designs Personnel Questionnaire and Productivity Measurement Software)," Forbes, Vol. 152, No. 4, page 104, (4 pages), August 6, 1993.								
1		Tokunaga et al., "	Career Progre ," IEEE Trans	ession in	a Fortune 500	O Company: Examination of g Management, Vol. 43,				
		Russiello, "Online 2 pages, January	e Certification	ns (FREE	E)," CTS New	rs Archives: wu.jobs#202,	Ĭ			
. 1.		Scarborough, "Decision Point Systems," Presentation to potential customer, 38 pages, ten or fewer copies left with potential customer, Wilsonville, Oregon, before June 2000.								
		Scarborough, "We people, Portland,				Presentation to about 15).				
		Walczak, "Catego IEEE International Computational In	orizing Univeral Conference telligence, Vo	rsity Stude on Neur ol. 6, pag	lent Applican al Networks, es 3680-3685	its with Neural Networks," IEEE World Congress on , 1994.				
		Kaatz, James Bry on Perceived Cou Resolution Abilit	an, "City man incil Conflict, y," Northern	nager Tei , Leaders Illinois U	nure Stability: hip, Effective Iniversity, 199	A Predictive Model Based eness and Conflict 96, Abstract only, 2 pages.				
		"All About ApVi 7,1997, video file	ew" video (Le	ength 17	13), Aspen T	ree Software, Inc., March				
EXAMINER SIGNATURE					DATE CONSIDERED					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

				-,								
					Applicati	on Number	09/878,245					
			DISCLOSU		Filing Da	ite	June 12, 2001					
ST			SY APPLICA ets as necessary)	NT	First Nar	ned Inventor	Dewar					
	(,,		Art Unit		2129					
					Examine	r Name	Lut Wong					
Sheet	19		of	21	Attorney	Docket Number	2951.03US02					
	<u> </u>	<u> </u>	NON P	ATENT LITE	ERATUI	RE DOCUME	NTS					
EXAMINER	Cite	Inclu					cle (when appropriate), title of the	T ²				
INITIAL*	No.1			, journal, serial, sy	ymposium,		, page(s), volume-issue number(s),	•				
		Ukwe	endu, Michae	el Okey Egbo	siuba, "I	Effects of Satis	sfaction with Performance					
							outheastern University,					
			, Abstract on			,	• /					
					ength 13:	44). Aspen Tr	ee Software, Inc., March					
				le "ATS.avi"		· ·/, F						
					4), Aspe	n Tree Softwa	re, Inc. April 30, 1998,					
		Springboard video (Length 9:44), Aspen Tree Software, Inc. April 30, 1998, video file "Coopers Net.avi"										
			Kemp, "Knowledge-based Simulation for Teaching," Proceedings of the 1 st New									
		Zealand International Stream Conference n Artificial Neural Networks and										
		1	Expert Systems; pages 192-195, November 1993.									
							ral Networks for Employee					
							tems, 3 pages, 1998.					
							adigms to the study of					
							chology, 84, 177-185	İ				
		(1999).										
		Walc	llocation Problem," IEEE									
		Trans	sactions on S	ystems, Man,	n, and Cybernetics-Part B: Cybernetics, Vol. 28,							
		!	No. 2, pages 276-284, April 1998.									
		Barth	olomew, D.	rediction of Labour								
		Turne	over," Journa	al of the Roya	al Statist	ical Society. S	Series A (General), Vol.					
		122,	No. 2, 1959,	pp. 232-239,	8 pages							
		Morr	ow et al., "U	sing Absente	eism and	l Performance	to Predict Employee					
		Turne	over: Early D	Detection thro	ugh Cor	npany Records	s," Journal of Vocational					
		Beha	vior, Vol. 55	, pp. 358-374	(1999)	17 pages.						
		"Ada	ptive Outsou	rcing in Cros	ss-organi	zational Work	flows" by Klingemann et					
		al., C	aiSE'99, 199	99.								
		Adki	ns et al., "Ju	dgments of fir	t in the s	election proce	ss: the role of work value					
				sonnel Psycho								
EXAMINER SIGNATURE				· · ·		DATE CONSIDERED						
SIGNATURE	1					CONSIDERED	İ					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.**

					Complete if Known							
				Application Number	09/878,245							
Substitute for form 1449/PTO				Filing Date	June 12, 2001							
				First Named Inventor	Dewar							
		ATION DISCL		Art Unit	2129							
STATEMENT BY APPLICANT (Use as many sheets as necessary)				Examiner Name	Lut Wong							
Sheet	20	of										
		NO	N PATENT LI	TERATURE DOCU	MENTS							
EXAMINER Cite Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue num publisher, city and/or country where published												
		Caldwell et al., "Personality Characteristics of Job Applicants and Success in										
		Screening Interviews," 10 pages, Personnel Psychology, 1998. Chambless et al., "Information-Theoretic Feature Selection for a neural										
		behavioral Model," Proceedings of the International Joint Conference on Neural Networks, Vol. 2, July 15-19, 2001, pp. 1443-1448, 6 pages.										
		Cohen et al., "Organizational Hiring Standard," Administrative Science										
		Quarterly, March 1986. Rees, "Information networks in labor markets," The American Economic Review, March 1966										
		Sahami et al. "Toward Optimal Feature Selection." In L. Saitta, editor, Machine										
	:	Learning: Proceedings of the Thirteenth International Conference, pages 281-289. Morgan Kaufman, 1996.										
-		Melville, "Recruit, screen and hire: Staff selection and the decision-making										
				Mental health, Fall/SV								
		Martin et al. "Using a Conceptually-based Predictor of Tenure to Select										
		Employees.".	Journal of Busi	ness and Psychology,	Vol. 13, No. 2, Winter 1998.	<u> </u>						
				DI Customer Service	Inventory Manual," 1st ed.,							
		Copyright 199		tional "How to Use I	DI DiskScore "Convright							
		Personnel Decisions, International, "How to Use PDI DiskScore," Copyright 1996, 2000.										
	-		cisions, Interna	tional, "Employment	Inventory-Sales Manual,"	1						
		Copyright 199			-							
EXAMINER				DATE CONSIDER	SD.							
SIGNATURE				CONSIDER	- L							

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. ¹Applicant's unique citation designation number (optional). ²Applicant is to place a check mark here if English language Translation is attached. This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary

depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

				- 1		C1-4- : CV					
C		te for form 1449	ADTO	Applicatio		Complete if Known 09/878,245					
3	uosiitu	te for form 1445	//P10	Filing Dat	1	June 12, 2001					
IN	FORM	ATION DISCLO	OSURE		ed Inventor	<u> </u>					
		ENT BY APPL		Art Unit	ed inventor						
	(Use as	s many sheets as necesso	ary)		<u> </u>	2129					
	,		21	Examiner	Name Docket Number	Lut Wong					
Sheet	21	of	2951.03US02								
			N PATENT LIT				T ²				
EXAMINER Cite Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the INITIAL item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(spublisher, city and/or country where published											
		Development :	Dimensions Inte	ernational,	Inc., "How D	Oo You Stack Up Next to					
		Training's Nev	· ·								
			_			d.com/newguard/index.htm	1				
			site archived Oc			1° 4 D C					
		Dimpsey, et al., "A Measurement-Based Model to Predict the Performance									
Impact of System Modifications: A Case Study," IEEE Transactions on Par and Distributed Systems, Vol. 6, No. 1, 1995, pp. 28-40, 13 pages.											
		Geralt Gabris et al., "Situational Interviews and Job Performance," Public Personnel Management, Vol. 20, No. 4, p. 469, Winter 1991.									
		"Testing as a S	Selection Tool:	Another O	ld and Sticky	Managerial Human Rights					
			rge Munchus, Jo								
			ch.com website								
		U.S. Patent Application No.: 12/338,703 (not published; Examiner has access through PAIR), filed December 18, 2008, Inventor: Dewar									
	L										
						345A					
EXAMINER SIGNATURE		/Lut Wor	<u> </u>		DATE CONSIDERED	06/18/2009					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.